

The Union of skills and the role of Europass and other EU tools

By Koen Nomden, DG EMPL, European Commission

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The Union of Skills



The need for more and better skills

Skill shortages and gaps in Europe – Europe does not produce enough skilled workers in both quality and quantity.

Transformation speed gap – Education and training systems and providers struggle to keep pace with rapid technological transformations and the changing skills needed.

Fragmented governance and skills intelligence – Multitude of stakeholders with variety of perspectives and insufficient consolidation and coordination.



In a Union of Skills



**Everyone in Europe is
empowered to
develop skills**

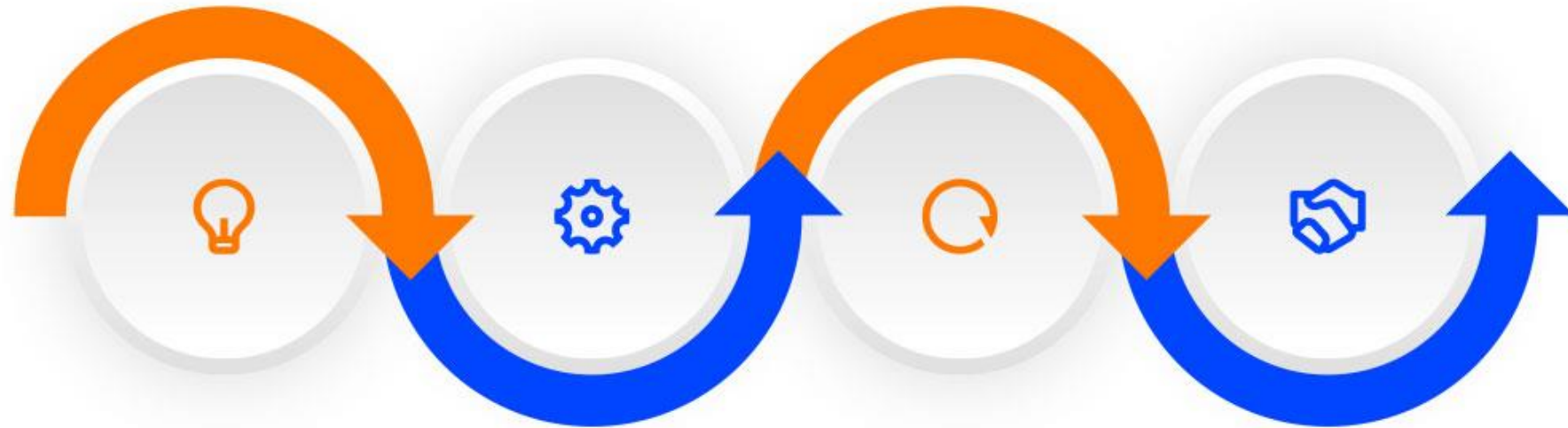


**Competitive
companies can find
people with the right
skills**



**Skills and
qualifications are
transparent, trusted
and recognised**

Union of Skills



Build skills
for quality
lives and jobs

**Upskill and
reskills**
for the digital &
green transition

Circulate skills
across the EU for
competitiveness

**Attract, develop
and retain talent**
for Europe's
future

INVESTMENT

GOVERNANCE

Build skills for life

Boost **basic skills** from early years to adult learning

- *Action Plan on Basic Skills*

Foster excellence in **STEM** education and training

- *STEM Education Strategic Plan*

Make **VET** more attractive

- *EU VET strategy*



Upskill and reskill to ensure future-oriented skills

Upskilling and reskilling **adults**

- *Further support for Individual Learning Accounts; Skills Guarantee for workers pilot; expand the use of micro-credentials*

Support **sectors** in transition:

- *Reinforced Pact for Skills; targeted EU Skills Academies*



Circulate and allocate skills

Portability of skills and qualifications

- *Skills Portability Initiative*

Future oriented **qualifications**

- *innovative joint European study programmes with a European degree/label; potential European VET diploma/label*

Attract and retain skills from third countries

Facilitate targeted **recruitment** of non-EU skilled professionals to address critical shortages

- *EU Talent Pool*

Attract top students and researchers from non-EU countries

- *Visa Strategy*



Governance

A European Skills Intelligence Observatory: providing the necessary data for well-informed policy

It will provide strategic data and foresight regarding skills needs in concrete sectors and regions, and the performance of education and training systems.

A European Skills High Level Board: driving the change

Bringing together key stakeholders to provide comprehensive, cross-sectoral insights and guidance on skills to EU policy makers.

Towards a dedicated EU 27 Recommendation on human capital: education and skills in the European Semester





SKILLS PORTABILITY INITIATIVE

Address barriers to workers' mobility: build on existing transparency tools; promote common European format for interoperable digital credentials

Consider actions to further facilitate, expand and modernise recognition processes for regulated professions

Explore whether to propose common rules for simpler recognition procedures recognition and validation of qualifications and skills of third country nationals



Record your learning and professional experiences



Know your skills, strengths and ambitions

Take action

Explore your opportunities

<https://europass.europa.eu/en>



Europass Smart CV

Allow citizens to **understand** and **present** their **skills** for **specific** job vacancies

Europass will **analyse** the **skills** required for the specific job and **inform** the user of the skills s/he already has and the missing ones

Generate 1-page CV presenting first the applicant's **relevant skills** for the job and briefly the applicant's previous jobs and education background

“Smart” means that the system understands the user's profile and focuses on the relevant skills

Jobs, skills and trainings

Job suggestions based on the user's skills, interests, searches for job and skill trends in different countries, SAT results and choices of users with similar profiles

Skill suggestions based on users' skills inputs, past occupations, qualifications, interests, SAT results and choices of users with similar profiles

Learning suggestions based on the **skill gaps** between the user's skills and the full skill requirements of job vacancies, SAT results and choices of other users with similar profiles

Job & Skills Trends tool

Information about the **demand of specific occupations and skills across EU countries**

Occupation Country Trends

Browse by occupation

Enter an occupation to discover relevant skills and countries in which it is in high demand.

Occupation
Software developer

Skills Countries

Software developers implement or program all kinds of software systems based on specifications and designs

Top Skills	Top Knowledge Groups
1. Programming computer systems	1. Software and appli
2. Developing operational policies and procedures	2. Database and netw
3. Managing, gathering and storing digital data	3. Computer use

Skills Countries

Year 2023

A software developer is part of the occupation group Software developers. Software developers also include occupations such as user interface developer, software analyst and software architect.

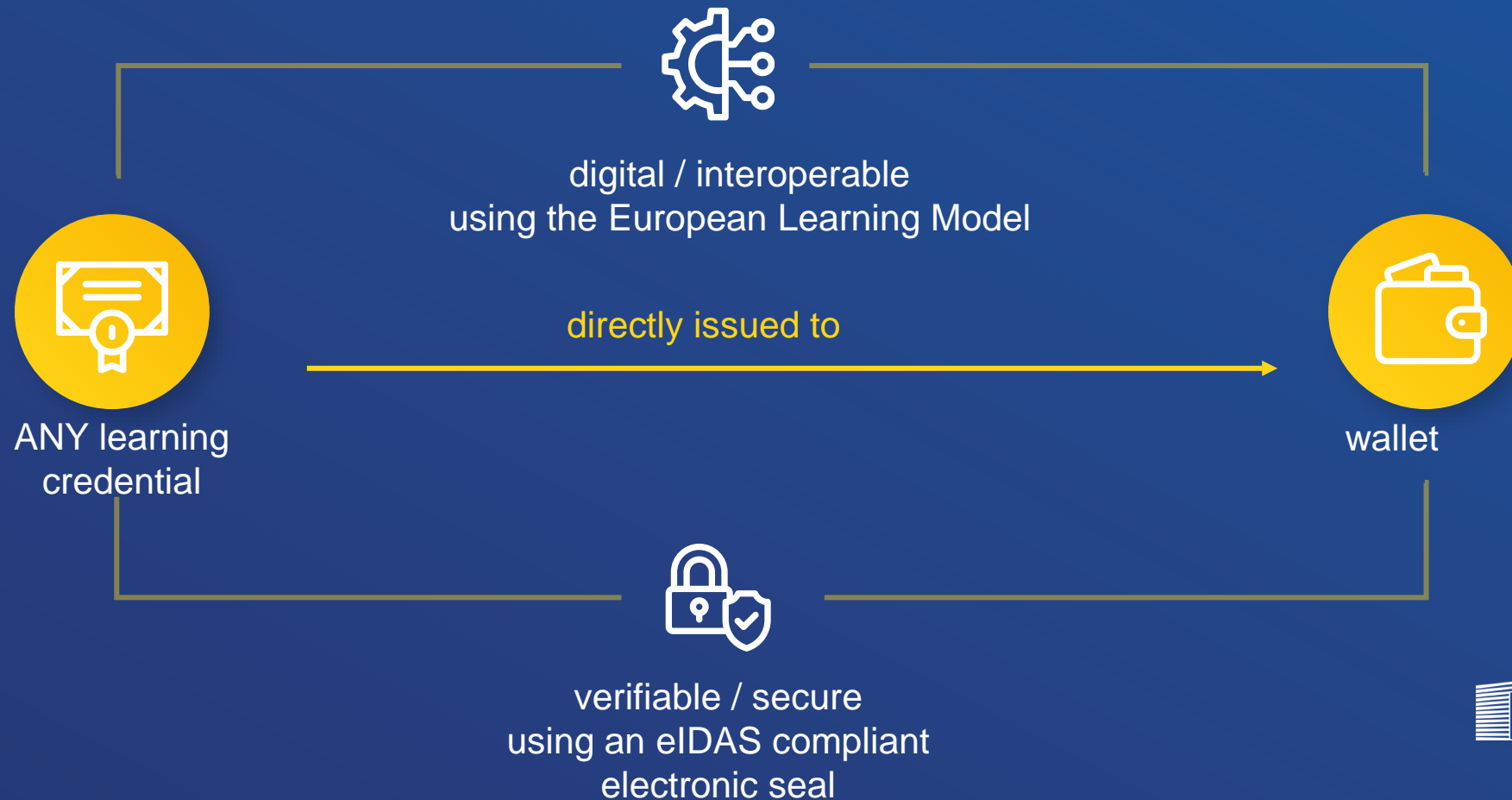
Countries

- Luxembourg
- Austria
- Portugal
- Ireland
- Spain
- Czechia
- Bulgaria
- Germany
- Cyprus
- Estonia

- search by **country**
- search by **occupation**
- **top skills** for each occupation
- **evolution of demand and trends** for occupations in specific countries

WHAT IS A EUROPEAN DIGITAL CREDENTIAL FOR LEARNING?

A standardised digital presentation of our traditional learning credentials, securely received directly in one's digital wallet



WHY DO WE NEED DIGITAL CREDENTIALS?



**Digitalising
World**



Security & Trust



Recognition



**Showcasing
Knowledge &
Skills**



**Ownership of
Data**

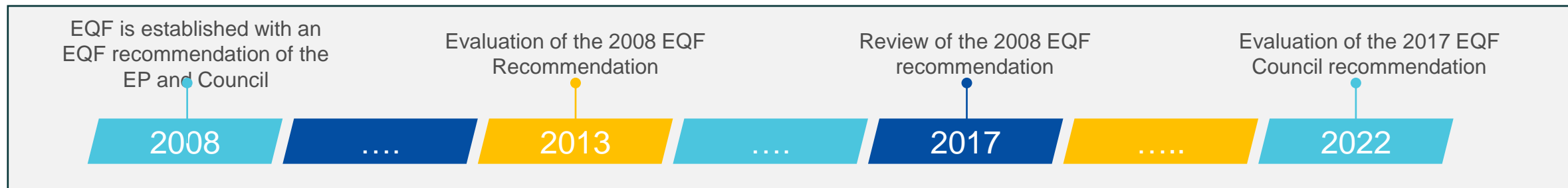
THE EUROPEAN LEARNING MODEL (ELM)

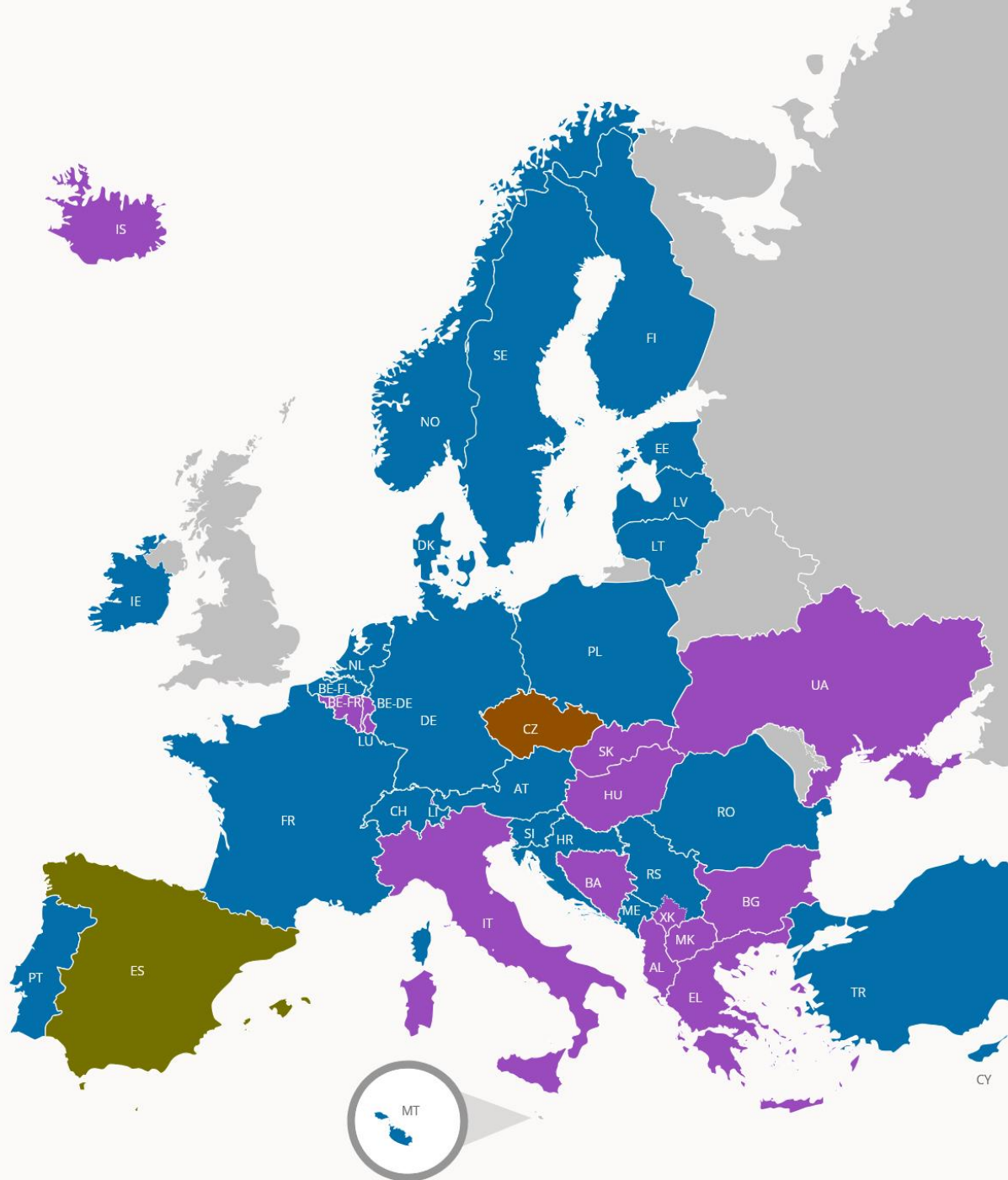
- Built using the starting points provided in the [European Qualifications Framework Council Recommendation](#) and the [Council Recommendation on a European Approach to Micro-credentials](#).
- Incorporates over **480 properties** to capture and validate all types of learning, including formal, non-formal, and informal learning.
- Caters to the needs of general education, Vocational Education and Training (VET), higher education, adult learning, and labour market trainings.
- Facilitates the **creation** and **portability** of comprehensive data, such as European Digital Credentials for Learning.
- Benefits actors in Employment, Skills, Education, and Training.
- Integrates with existing initiatives, streamlining the description of learning within EU-level activities such as the [European Blockchain Services Infrastructure](#), Micro-credentials, [Erasmus Without Paper](#), and the [European Student Card](#) Initiative.
- Enables **interoperability** and extension at the national level.
- Supports the development of the [Common European Skills Data Space](#).

The EQF – what is it and how does it work?

Objective: transparency, comparability and portability of qualifications from different education and training systems

8-Level **reference framework**, covering **all types and all levels of qualifications** based on learning outcomes: **“translation grid”**





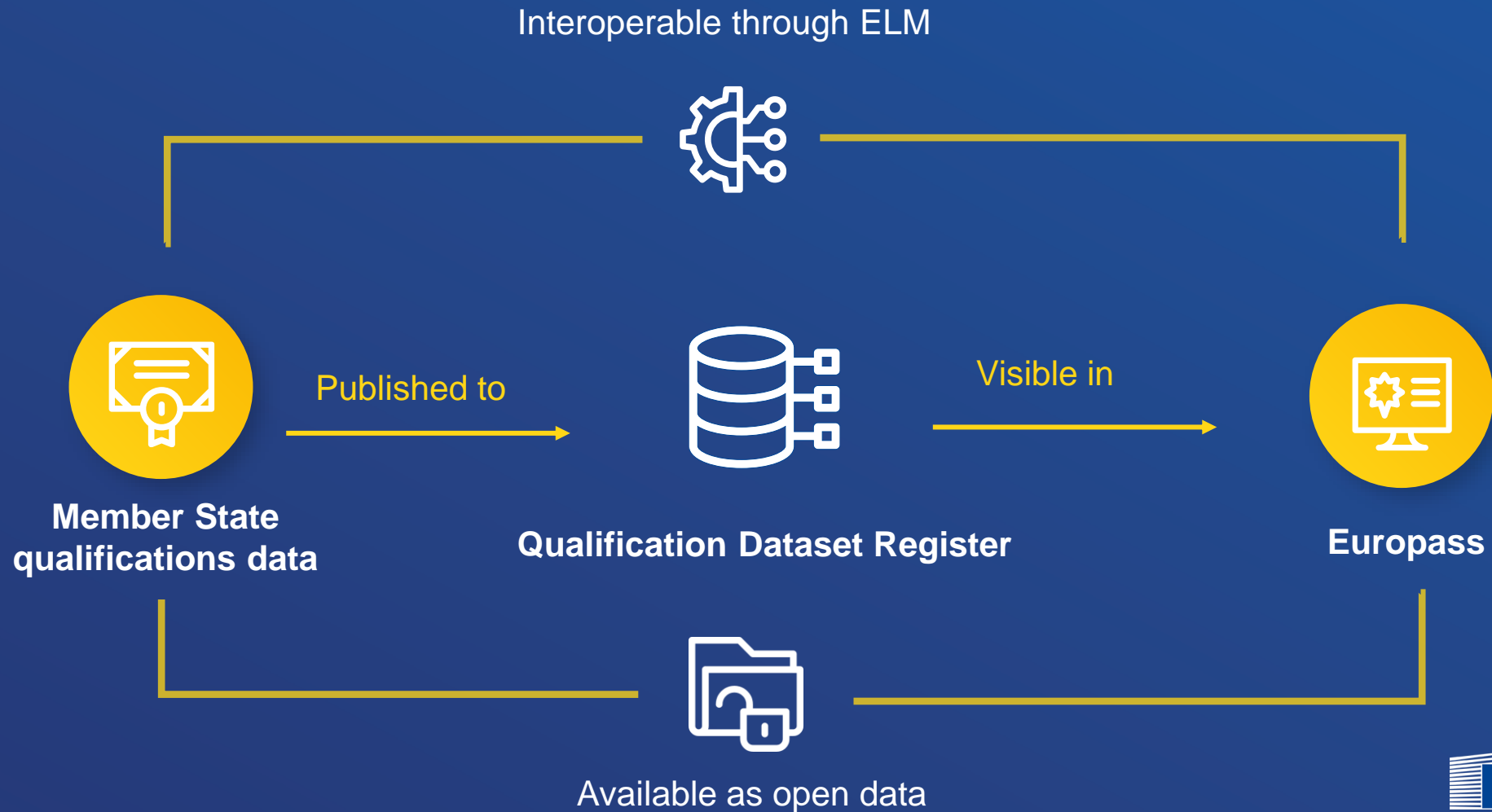
Development stage of NQFs in the EQF countries

- (a) Explorative stage;
- (b) Design stage;
- (c) Adoption stage;
- (d) Activating stage;
- (e) Operational stage;
- (f) Review stage.

Source: European NQF Inventory 2022, Cedefop



Sharing Qualification Data through the QDR



WHY IS THE QDR IMPORTANT?

A Single format for better comparability:

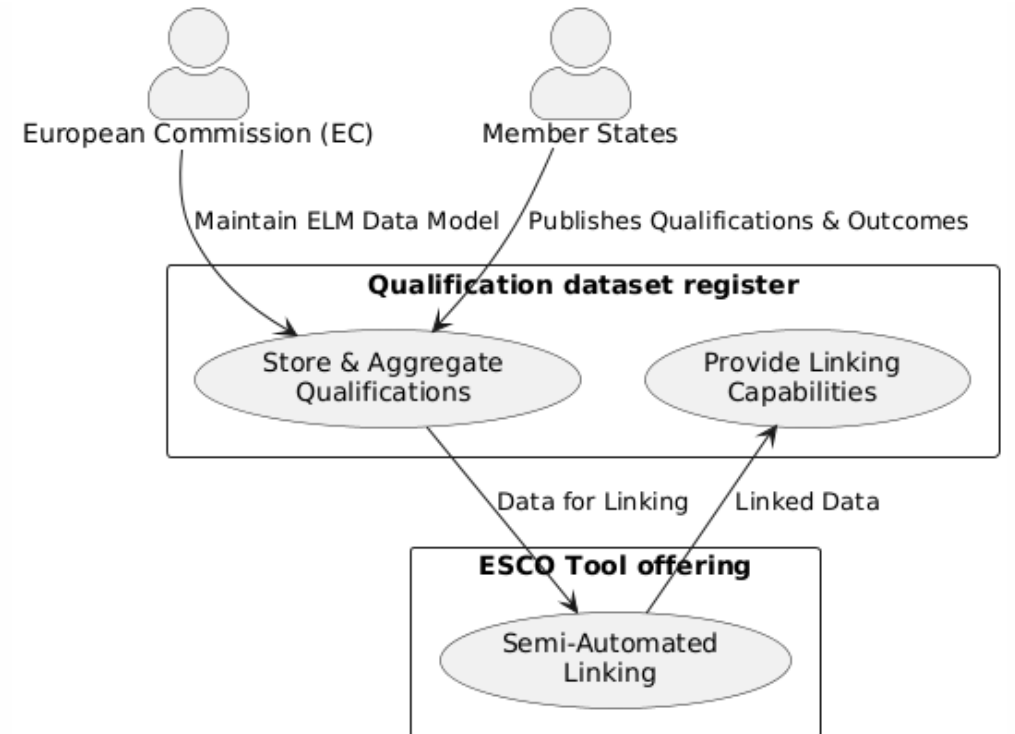
- **European Learning Model (ELM)** ensures consistency in qualification descriptions.
- **Easier recognition and mobility:** Learners and workers can compare and validate qualifications across borders.
- **Network of National Databases:**
 - Centralised repository for educational data from national systems.
 - Third-party organisations (employers, universities, training providers, employment services, etc.) can access structured data for multiple purposes.

 *Example:* Comparing VET qualifications across Europe using a unified data format

LEARNING OUTCOMES IN QDR

Learning outcomes are a **mandatory property** when publishing qualification and learning opportunity data to the QDR.

- When providing learning outcomes, you can **link them to ESCO skills**
- Learning outcomes included in **Qualifications** can be **directly referenced** in learning opportunities, avoiding duplication
- Next steps: semi-automated linking pilots including an EC initiative testing AI tools to help link learning outcomes with standardised skill definitions through ESCO.

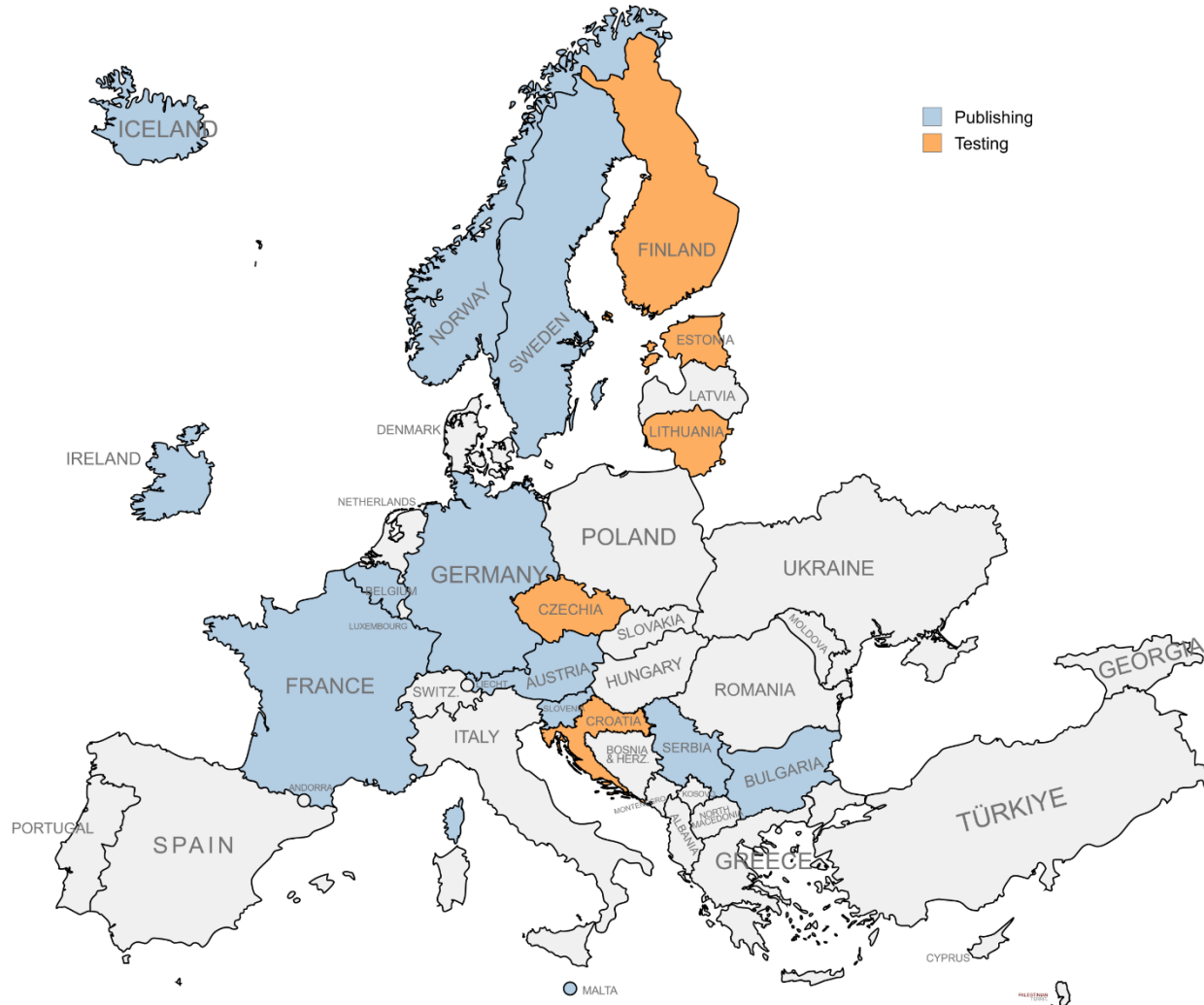


CURRENT STATE OF PLAY: Qualifications



- **13** countries **are publishing** data on **qualifications** (Austria, Belgium(NL), Bulgaria, France, Germany, Iceland, Ireland, Latvia, Malta, Norway, Serbia, Slovenia, and Sweden)
- **2** countries are in the **testing phase** in QDR (Croatia and Romania)

CURRENT STATE OF PLAY: learning opportunities



- **12** countries **are publishing** data on learning opportunities (Austria, Belgium(NL), Bulgaria, France, Germany, Iceland, Ireland, Malta, Norway, Serbia, Slovenia, Sweden)
- **5** countries are in the **testing phase** in QDR (Croatia, Czechia, Estonia, Finland and Lithuania)



europass

Further Europass improvements (current & planned)

Information on career guidance, validation, qualifications

Interoperability (European & national)

Accessibility



Still have more questions?

Get in touch at:
EMPL-ELM-SUPPORT@ec.europa.eu